



fischer 

Code of Conduct

for the fischer Group of Companies.



Innovation unterscheidet zwischen einem **Leader** und einem Follower.

Steve Jobs

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A graphic element on the left side of the image, consisting of several overlapping, semi-transparent red chevron shapes pointing to the right, creating a sense of depth and movement.

fischer –

a strong
brand.

The Group of Companies in Profile.

fischer – provides innovative and sustainable solutions for fixing and fastening technology, the toy and education sectors, for process consulting services as well as in electronics.

The fischer Group of Companies, headquartered in Waldachtal in the northern Black Forest, achieved a turnover of 1.11 billion euros in 2024. The family-owned company has approximately 4,700 employees in 50 companies worldwide and exports to around 120 countries.

The owner, chairman of the holding company and the advisory board of the company founded in 1948 is Professor Klaus Fischer. Alexander Bässler is the CEO of the fischer Group of Companies.

The fischer Group of Companies is noted for its unique philosophy and values. People make the difference. Their enthusiasm and commitment to drive change are the foundation of the family-owned company's success.

Inspiring people, creating opportunities for entrepreneurial thinking and action as well as equipping them with the values and tools for this journey are key drivers for a successful and sustainable future. Motivation creates innovation.

fischer sets standards for the personal development of our employees and future generations through a variety of educational, health and social initiatives.

The fischer Philosophy was developed together with our employees, featuring the three core values of innovation, accountability and reliability that guide the actions of the fischer Group of Companies worldwide and are reflected in the company culture we live by every day.

The fischer ProcessSystem was derived from the fischer philosophy as well as the principles from the Japanese KAIZEN for a continuous change for the better. "Being open for new ideas, prepared for change as well as being flexible and quick to act are the foundations for a successful future," says Professor Klaus Fischer.

fischer **fixing systems**

fischer fixing systems is the technological market leader in key areas of fixing technology. fischer offers products that deliver technical perfection to a wide range of customers, from do-it-yourselfers to tradespeople and key account partners.

› www.fischer-international.com

fischer **Electronic Solutions**

fischer Electronic Solutions develops and manufactures electronic solutions. This includes product and system designs based on the most advanced technologies as well as customer-tailored manufacturing orders for processing in the Group's own production facilities. As an experienced development and production service provider delivering customised systems, such as glass multi-touch solutions and the corresponding control units, fischer Electronic Solutions is the perfect link between the customer and the end product.

› www.fischer-electronic.com



fischertechnik

fischertechnik is active in both the toy and education fields with the objective of promoting excitement about technology and thus inspiring people to shape the future. As one of the remaining toy suppliers, fischertechnik develops and manufactures exclusively in Germany.

› www.fischertechnik.de

fischer Consulting

fischer Consulting evolved from the skills and expertise developed within the company itself. The fischer ProcessSystem is entrenched in our production processes and is the core component for continuous improvement. The fischer process system prioritises customer benefits. fischer Consulting advises medium-sized companies, public authorities and large companies seeking streamlined, efficient and lean processes.

› www.fischer.consulting



Dear Employees, Dear Madams and Sirs,

Every day, we at fischer work globally on an innovative and sustainable future – for ourselves and for future generations. Therefore, we are able to retain and further develop roughly 4,700 workplaces as well as creating new positions. We achieve all this based on strong values, but not at any price. We are aware that by doing so, we are making a real difference. And that we can make a change.

It is a matter of course that we respect all human rights. We exercise the right to freedom of assembly, freedom of expression and freedom of negotiation. The right for health and safety is also important to us. We work in an environment that does not tolerate harassment and discrimination. Our partners – everyone with whom we deal directly or indirectly on a daily basis – also have rights. We categorically reject child labour. Moreover, we are very mindful of the raw materials that we consume daily. Because we bear a great responsibility for people, especially for future generations. All of our actions is about people.

We do not take our philosophy and fundamental values for granted. These values and philosophy were shaped within our company culture several decades ago in an intensive process together with our employees. Our Philosophy is anchored in the core values of innovation, accountability and reliability. They enable sustainable economic success based on the three pillars of economy, ecology and social responsibility. We need to regularly go back to our core values and keep in mind what unites us as people in our daily doings. Moreover, this even in the face of resistance.

This Code of Conduct is an important guide. It clarifies our rights and values and shows our connection with the people around us. It perfectly captures the foundation of our daily actions. Because it is only our togetherness that makes us so successful. People are our most important asset and are the core of all our innovative and successful business activities.



Yours, Klaus Fischer

Owner, Chairman of the holding and
advisory board of the Group of Companies

Working
together
makes us
successful.



**Where
the best
is normal.**

Introduction

fischer's success is based on the **trust** of our customers, partners, employees and the public in fischer's **performance and integrity**. This trust largely depends on the behaviour of our employees, managers and management board and how they use their skills for fischer and its partners.

Compliance means complying with company rules, laws and standards.

fischer sees compliance as the duty of each and every employee, the management as well as the executive board. All people serve as **role models** and therefore bear a special **responsibility** for their actions and the integrity of fischer. The fischer Group of Companies takes effective and clear measures to ensure that everyone conducts themselves in accordance with the rules and expects the same from all employees and partners.

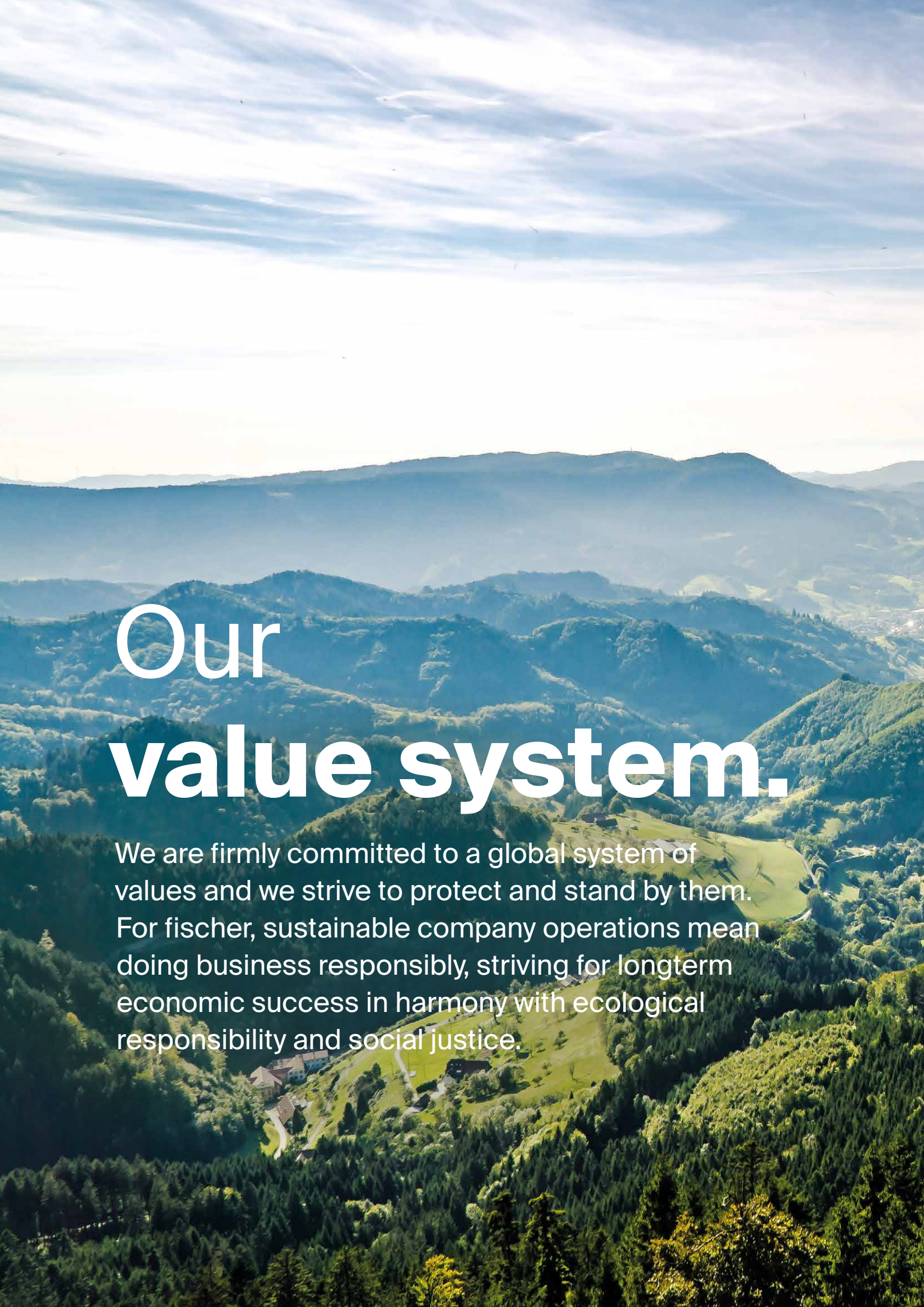
The fischer Code of Conduct serves as a **guideline** for legally and ethically correct behaviour for our employees and partners alike and is an essential part of our compliance management system. Our compliance programme comprises subject-specific courses and practical training, imparting knowledge and skills at the same time raising awareness regarding prevention and responsibility.

The values of our company Philosophy form the foundation for conduct with integrity. We are guided by the core values of innovation, accountability and reliability.

Innovation. We think and act in terms of continuous improvement and renewal in all areas, are open to new ideas, approaches and embrace change. This is how we create additional value for our customers and ourselves worldwide.

Accountability. Each of us makes an active contribution to the success of the Group through our performance. We conduct our business with a focus on profitability, delivering value and serving our target groups and stand by the results of our efforts.

Reliability. We behave in an honourable and reflective manner and we are trustworthy and reliable. We respect individual rights, standards and cultures and expect the same from our partners. We set rules for ourselves and adhere to them.



Our value system.

We are firmly committed to a global system of values and we strive to protect and stand by them. For fischer, sustainable company operations mean doing business responsibly, striving for longterm economic success in harmony with ecological responsibility and social justice.





Human Rights

are a universal
value.



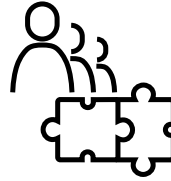
Human Rights

Human rights are a universal value and are stipulated in the international Human Rights Charter. For fischer, respecting and upholding these rights is a matter of principle. The fischer group of companies is guided by the following international standards when it comes to respecting and upholding human rights:

- ILO Declaration on Fundamental Principles and Rights at Work
- The ten Principles of the UN Global Compact
- UN Guiding Principle for Business and Human Rights
- OECD Guidelines for Multinational Companies

The fischer Group of Companies is conscious of its responsibility to uphold human rights, and in particular regarding the risks along the global value chain.

The **fischer Group of Companies firmly condemns child labour** in all its forms and supports its eradication. We **do not tolerate human trafficking or forced labour** in our company or among our partners. Respecting and **protecting local communities and minorities** around the world is a high priority for us.



Working Conditions

fischer stands for **fair working conditions**, fair pay and working hours in accordance with legal regulations. We recognise the right to **freedom of association** and the **right to collective bargaining**. **Protecting the health and occupational safety** of our employees at work and our business partners is a key concern for us.

We absolutely do **not tolerate any type of harassment or discrimination**. At fischer, we value **diversity** and respect all people regardless of their sexual identity, gender, origin, appearance, language, age, disability and religious or political beliefs.

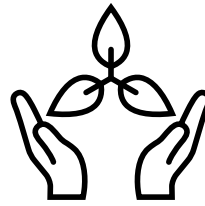


Social Responsibility

As a group of companies, we see social responsibility and sustainability as closely linked, and we are committed to solving social problems in a sustainable way. Education and training are crucial keys. Our company owner, Professor Klaus Fischer, is personally involved in this area and provides considerable support for educational and training programmes and social institutions. In addition, the fischer Group of Companies organises support for people in need and for crisis regions.

We would like others to share in the success of our company and in promoting social cohesion.

We always ensure that donations are not quid pro quo and that the purpose of the donation is disclosed. Our sponsoring activities are transparent and governed by contractual agreements.

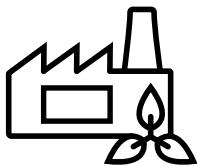


The Environment and Sustainability

We are committed to doing business in harmony with nature and to use resources wisely and sparingly. fischer places great importance on all aspects of sustainability. Along our entire value chain, we seek to prevent environmental pollution and minimise the consumption of resources by striving for continuous improvements in the sourcing, production and use of our products.

Climate change is causing far-reaching environmental impacts. fischer is addressing these challenges in terms of emissions, resource and energy management as well as in the development of environmentally compatible products. fischer places a significant emphasis on longterm efforts to avoid and reduce greenhouse gases in all emission areas. fischer is developing an overarching climate protection strategy based on the detailed calculation of the carbon footprint set down in the Greenhouse Gas Protocol standard. This will include targeted steps to improve energy efficiency, continuous product and process optimization, and the conversion and expansion of renewable energies.

Our environmental management system is certified and reliable.



365

Days
living our values.

Responsibility for raw materials

The mining and processing of various materials – in particular of raw materials – carry risks concerning the environment and human rights. The fischer Group of Companies avoids and mitigate these risks. In particular, increased due diligence is required for raw materials that originate from conflict and risk areas. We comply with due diligence and verification requirements for conflict minerals.

*We are committed to our values and live by them every day to be a **role model** for ourselves and for others.*



**Every
individual**
contributes to
this.

Our principles of conduct.

Our company's value system promotes an approach based on mutual respect and positive interaction with each other and our partners.

Every individual contributes to this.

The following Code of Conduct is currently in effect at fischer and provides safety.

Compliance with Laws and Regulations

fischer does not tolerate any unlawful activities and conducts all business in compliance with applicable laws and regulations. We strictly adhere to the laws prohibiting money laundering and financing terrorism. Compliance with foreign trade regulations, laws and sanctions is standard practice for us. Price-fixing agreements and any other business activities that could interfere with fair and equitable competition are prohibited.

No actions should be taken that might call into question the integrity of the company and its employees.

Product-Compliance

Our products and product-related services comply with stringent quality standards and meet the applicable technical, regulatory and legal requirements. We adhere to customer requirements as stipulated in the contract.

Business associates and suppliers

fischer stands for fair competition; we measure ourselves by the quality and performance of our products and services. **We firmly oppose corruption** and do not tolerate it in any form. We are committed to **avoiding conflicts of interest** and ensuring **transparency**.

All agreements or side agreements that relate to a direct or indirect granting of advantages in favour of individual persons or organizations

in connection with the sourcing, awarding, authorizing, delivery, processing or payment of orders are therefore strictly prohibited. This applies in particular to all agreements with business partners, their employees or public officials, as well as other third parties.

fischer employees shall not accept gifts, other benefits or invitations from business partners and or customers if their monetary value could influence the employees' decisions or if they could give the perception of exerting influence. Whenever business partners or customers make donations or send invitations, care must always be taken to ensure that the amount and context are appropriate.

The giving of gifts and benefits to fischer's business partners must not create the impression that the intent is to make someone dependent on fischer or to gain personal or business advantages from it. The principal of a reasonable approach applies here as well. Questions dealing with conflicts of interest and appropriate nature of benefits and gifts are subject to internal regulations and the **four eyes principle**.

Data and digitalization

When it comes to digitalization, along with technologies including artificial intelligence and Industry 4.0, our focus is on people and sustainability. **Protecting trade secrets, personal data as well as other confidential information** is of the utmost importance to the fischer Group of Companies. We treat data carefully, confidentially and within the scope of legal regulations. We comply with all regulations on confidentiality, data protection and information security.



Our business partners.

We also expect our business partners to adhere to our code of conduct and to uphold our values. Additionally, we require that our partners conduct their business with corporate due diligence. Any breach by a business partner may result in the termination of the business relationship.

fischer reviews all quotations from its suppliers in a fair and unbiased manner.

The review, decision, awarding, and execution of a contract needs to be strictly carried out according to appropriate criteria and in a clear manner. Any unfair or improper treatment or interference with suppliers is strictly prohibited.

We agree to work together with our business partners in a trusting collaboration in accordance with the fischer Business Partner Code of Conduct.



fischer –

responsibility,
trust,
transparency.

Implementing the Code of Conduct.

Breaches to the Code of Conduct or to any applicable laws and regulations are not permitted and must be reported immediately.

Every employee has the opportunity and the right to report violations or suspected violations of the Code of Conduct to fischer. Reports can also be made by using the **fischer whistleblower system**. The whistleblower can choose to submit their report anonymously or by providing their contact information.

All reports and information are promptly followed up on. fischer ensures a confidential and discreet process in accordance with applicable legal requirements.

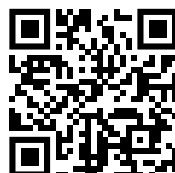
An employee who, based on credible evidence, concludes in good faith that

a breach of the Code of Conduct has occurred or could occur, and who subsequently reports such a violation to fischer, shall not face any repercussions. fischer shall take measures to protect the reporting employee from any adverse consequences. To the extent possible and legally permissible, fischer shall keep confidential the identity of employees who have reported a violation of the Code of Conduct or a suspicion thereof in accordance with these requirements. The same applies to the identity of employees who are involved in investigating such violations of the Code of Conduct or any suspicion thereof.

Violating these rules constitutes a breach of the employment contract and may result in disciplinary action, up to, and including, termination of employment in accordance with applicable employment law.

**fischer
whistleblower system**

fischer.integrityline.com/setup



Contact

The first point of contact is your **direct reporting manager** for all questions regarding principles of conduct. Questions concerning this Code of Conduct can be directed to the **legal department** of fischerwerke GmbH & Co. KG.

Dr. Petra Kirsch:

petra.kirsch@fischer.de

P +49 7443 12-4125

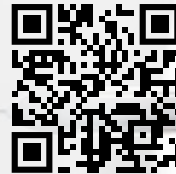
Martin Heinzelmann:

martin.heinzelmann@fischer.de

P +49 7443 12-6774

The **fischer Whistleblower System** provides a prompt and secure way to report violations of the law and the Code of Conduct.

**fischer
Whistleblower System**





*“fischer works everyday globally
for an innovative and sustainable future.”*

Klaus Fischer





www.fischer.group



fischer stands for

Fixing Systems

fischertechnik

Consulting

Electronic Solutions

fischer Group of Companies
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